

Governor Kaine's
Management Scorecard 2007

Presented by:

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Governor Kaine's Management Scorecard 2007

- Finalized in December by the Performance Leadership Team
 - 25 members
 - Representing 19 agencies
 - Covering all Secretariats with agencies and the Governor's Office
- Approved by the Governor December 27
- 20 Evaluation Criteria now in effect, 6 management categories and much more focused on “outcomes”
 - Available on Virginia Performs later today, announced in this week's Leadership Communique'

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- Categories include familiar favorites:
 - Human Resource Management (5)
 - Government Procurement (3)
 - Financial Management (5)
 - IT/Enterprise Architecture Initiatives (2)
 - Performance Management (4)
 - Environmental & Historic Resource Stewardship (1)

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- Highlights and new emphasis (HR)
 - Use of the Human Resource Management (HuRMan) system, EEO compliance and related tools to ensure a diverse workforce and minimal EEO issues
 - Training that not only enhances employee skill sets but also supports and achieves succession planning

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- Highlights and new emphasis (GP)
 - Increasing SWAM participation in agency procurements and getting to within 5% (or less) of your SWAM goals

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- Highlights and new emphasis (FM)
 - The requirement for no recurring audit point has been relaxed, a recurring audit point with a corrective action plan approved by the APA is an acceptable condition

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- Highlights and new emphasis (IT)
 - IT planning and implementation that addresses compliance with data security, web development and IT accessibility for people with disabilities
 - Increased agency collaborations and participation in enterprise initiatives, agency adoption and implementation of enterprise solutions (examples of “enterprise” initiatives include Enterprise Applications, Document Management, Electronic Medical Records, Business 1 Stop, Veteran Services, 12 new Operational Reviews, more to come!)

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- Highlights and new emphasis (PM)
 - Communication of performance is public, comprehensive, accurate and timely
 - Internal agency performance reviews need to occur that result in actions to correct sub-standard performance, actions and results are documented and shared with staff to create a collaborative work environment and holistic view of performance

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- Highlights and new emphasis (RS)
 - “Not active” in previous years, this section is now “active” and agencies need to be considering actions to comply
 - Requirements for resource stewardship need to be incorporated into agency operations and well documented (i.e. in agency plans)
 - Leverage progressive methods such as green building concepts, mass transit and Telework

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- First agency report due February 1, 2007
 - Based upon 2nd fiscal quarter (Oct – Dec 2006)
 - This is your baseline
- Good news! Training on new scorecard to occur 1/16 and 1/18, 2-4pm, State Library
 - Save one of those dates and make plans to attend
 - Discussion will occur for all categories
 - Opportunity to hear explanations of eval criteria, questions from agencies, concerns and ideas regarding methods and solutions, relationship to Executive Orders and more
 - This is where scorecard collaboration begins!

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- Better news! Training will be repeated semi-annually
 - More frequent dialog will help agencies understand and “operationalize” expectations for performance
 - Opportunity to collaborate regarding solutions to performance issues
 - Agency feedback will help frame discussions when the time comes to develop next year's scorecard

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- The ***BIG PICTURE*** and wrap-up ...
 - Achieving priorities of the Governor requires outstanding agency performance
 - Outstanding agency performance takes talented staff and goal-driven, high-performance management
 - That's Virginia's legacy – we are the Best Managed State, it's also Virginia's challenge to stay that way!

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Questions?